



THE CHARTER OF WORK VALUES

Responsibility frees people from rigid control systems We are not all the same.

We defend differences in treatment when there are good reasons to do it, because people are different, and this diversity must be defended. Giving everyone the same things doesn't work because the same things aren't good for everyone.

We must offer everyone the same possibilities. We believe in people who work.

People with own desires, aspirations, dreams. They are not gears in a machine. They are not numbers. They have skills, passions, curiosities, and by stimulating them, extraordinary things can be done.

Differences are what make each individual unique, special. They are a value to believe in and not a discrimination factor.

In our work we are often called to represent the interests of businesses, organizations, entrepreneurs, workers and we recognize the obligation and moral duty to represent the rights of everyone.

Precisely for this reason we can no longer tolerate that people's fundamental rights are violated. We have decided to take sides against all forms of discrimination and against the intellectual drift that too often characterizes debates on important issues.

Discrimination is based on a superficial understanding of reality. There is a need for competence and to put important value content at the center. We cannot be satisfied with a mediocre knowledge of reality.

Siding is a duty, because we have an important role in the world that we contribute to build. We want to spread work culture and work with healthy, serious companies, who believe in fundamental rights and that aim to promote people. That value responsibility rather than control.

Who evaluate their collaborators for results and merits and not for how many hours they work.

The companies we are inspired by and in which we want to believe in are able to free up time rather than occupy it. They know how to pay, but also build welfare systems that are integrated with those of the territory. They see dismissal only as an extrema ratio, because giving certainty to employees is important. They pursue an active policy for women. They involve employees in their goals, at all levels.

Trust, loyalty, honesty, collaboration are not options for companies that want to be leaders. Healthy ethics helps to achieve business goals, because business is relationship, it is doing together something concrete and useful for other people.

We believe in companies that know how to create contexts of enhancement for people and diversity.